



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
PACIFIC OCEAN DIVISION, CORPS OF ENGINEERS
FORT SHAFTER, HAWAII 96858-5440

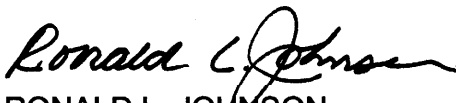
CEPOD-EO (601-07)

19 October 2001

COMMANDER'S POLICY MEMORANDUM #9

SUBJECT: Commander's Prevention of Sexual Harassment (POSH) Policy

1. As your Commander, I strongly support the Department of the Army (DA) and the U.S. Army Corps of Engineers (USACE) policy on the Prevention of Sexual Harassment.
2. Sexual harassment is defined as: unwelcome sexual advances, request for sexual favors, and other verbal or physical conduct of a sexual nature which is made a term or condition of a person's job, is used as a basis for employment decisions affecting that individual, creates a hostile or abusive work environment, or interferes with the performance of the employee.
3. To ensure that sexual harassment does not occur in the workplace, I hold all leaders, managers and supervisors to be responsible for:
 - a. Maintaining and supporting all DA POSH policies, laws, and requirements to prevent sexual harassment in the workplace.
 - b. Maintaining a work environment that is professional and free of sexual harassment.
 - c. Ensuring that all personnel are treated with dignity and respect, that all allegations of sexual harassment are addressed, and appropriate action is taken expeditiously to resolve the matter.
 - d. Ensuring that all personnel especially the new supervisors, managers and employees are trained in DA's POSH program and that POSH Update training will be conducted annually throughout the Division.
4. Every person has the right to work in a professional environment free of sexual harassment. I am personally committed to maintaining the highest standards in the workplace and ensuring that any incident or issue raised will be fully and impartially investigated and resolved promptly.


RONALD L. JOHNSON
Brigadier General, U.S. Army
Commanding

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